

Message Text

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14

ACTION ARA-10

INFO OCT-01 ISO-00 PER-03 MMO-04 ABF-01 AGRE-00 CSC-01

FAA-00 SP-02 OMB-01 SS-15 NSC-05 DOTE-00 /043 W

----- 126020

P R 282030Z OCT 76

FM AMEMBASSY BUENOS AIRES

TO SECSTATE WASHDC PRIORITY 7713

USIA WASHDC

SECDEF WASHDC

INFO AMEMBASSY MONTEVIDEO

UNCLAS BUENOS AIRES 7091

MONTEVIDEO FOR RUDBECK

SECDEF FOR DSAA

E.O. 11652: N/A

TAGS: AFSP, AR

SUBJECT: PROMOTIONS FOR LOCAL EMPLOYEES

1. BASED ON THE FINDINGS OF THE WAGE SURVEY TEAM RECENTLY COMPLETED IN BUENOS AIRES, THE EMBASSY CONDUCTED A COMPLETE POSITION RECLASSIFICATION SURVEY FOR ALL LOCAL POSITIONS OF ALL U.S. GOVERNMENT AGENCIES. THIS IS THE FIRST RECLASSIFICATION SURVEY CONDUCTED BY THE EMBASSY AS FAR BACK AS RECORDS INDICATE. (FYI IN CONJUNCTION WITH A GENERAL WAGE INCREASE IN 1966, ALL PERSONNEL WERE REGRADED ONE STEP BELOW THE GRADE HELD PRIOR TO THE INCREASE. THIS WAS NOT A RECLASSIFICATION PER SE.) AS THE DEPARTMENT IS AWARE, THE REDUCTION OF AMERICAN PERSONNEL POSITIONS IN 1975 RESULTED IN ADDITIONAL RESPONSIBILITIES AND DEMANDS ON A MAJORITY OF THE LOCAL EMPLOYEE STAFF. ALTHOUGH THE LOCALS STAFF ASSUMED THESE ADDITIONAL RESPONSIBILITIES, THERE WAS NO CONCURRENT RECLASSIFICATION OF THE POSITIONS INVOLVED TO COMPENSATE THE EMPLOYEE. FURTHER, THE EMBASSY AND ALL RELATED AGENCIES HELD ALL PROMOTIONS PENDING THE OUTCOME OF THE WAGE SURVEY AND RECLASSIFICATION SURVEY WITH THE HOPE BOTH WOULD BE CONDUCTED SIMULTANEOUSLY.

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UNFORTUNATELY THE WAGE SURVEY TEAM WAS NOT IN A POSITION TO

CONDUCT A RECLASSIFICATION SURVEY WHICH HAS RESULTED IN A FURTHER DELAY OF PROMOTIONS.

2. THE EMBASSY PROMOTION PANEL MET ON FRIDAY, OCTOBER 22 TO REVIEW THE RECLASSIFICATION SURVEY AND CONSIDER ALL OUTSTANDING RECOMMENDATIONS FOR PROMOTIONS. ALTHOUGH THERE WERE SOME EMPLOYEES RECOMMENDED FOR DOUBLE PROMOTIONS, THE PANEL'S DECISION WAS TO GRANT ONLY ONE GRADE PROMOTIONS AND TO RECONSIDER IN SIX MONTHS A POSSIBLE FURTHER PROMOTION OF SPECIAL CASES. THE COSTS TO COVER THE PROMOTIONS EXCEED THAT BUDGETED FOR STATE AND USIS. IN ORDER TO FOLLOW THE PROMOTION PANEL'S RECOMMENDATION TO MAKE THE PROMOTIONS EFFECTIVE NOVEMBER 7, 1976, (WE EMPHASIZE URGENCY OF 11/7/76 DATE FOR MORALE PURPOSES) THE DEPARTMENT AND ALL RELATED AGENCIES ARE REQUESTED TO STUDY THE COST FIGURES PRESENTED BELOW AND GRANT THE NECESSARY INCREASES IN THE BUDGETS PROMPTLY. COSTS BY AGENCY ARE AS FOLLOWS:

A. STATE

4102 - PROGRAM ANNUAL NET INCREASED COST FY-77

BASE PAY	\$6,910	\$6,246
CSR	545	493
GLI	16	14
	\$7,471	\$6,753

AMOUNT REQUESTED GOING RATE: \$832

5102 - FAAS

BASE PAY	\$14,421	\$13,035
CSR	931	841
GLI	35	32
	\$15,387	\$13,908

AMOUNT REQUESTED GOING RATE: \$3,050

B. USIS

BASE PAY	\$12,086	\$10,923
CSR	834	752
GLI	14	13
	\$12,934	\$11,688

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AMOUNT REQUESTED INCREASE IN GOE: \$11,688

C. AGRICULTURE

BASE PAY	\$ 723	\$ 658
CSR	51	46
	\$ 774	\$ 704

D. FAA

BASE PAY	\$ 612	\$ 546
CSR	43	39
	\$ 655	\$ 585

E. USMILGP

BASE PAY	\$1,897	\$ 1,714
CSR	86	78
GLI	7	6
	\$1,990	\$ 1,798

3. USMILGP STATES THEY HAVE NOT RECEIVED BUDGET ALLOCATION
THEREFORE CANNOT DETERMINE WHETHER THEY CAN ABSORB INCREASED
COSTS.

4. REQUEST APPROVAL ADDITIONAL FUNDS FOR STATE EMPLOYEES.

5. SINCE NO AMERICAN REPRESENTATIVES AT POST FOR AGRICULTURE
AND FAA, REQUEST DEPT. COORDINATE WITH WASHINGTON OFFICES.
HILL

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NNN

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Disposition Approved on Date:
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Margaret P. Grafeld
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